

A low-angle, upward-looking photograph of several yellow daisy flowers against a clear, bright blue sky. The perspective makes the flower stems appear to converge towards the top of the frame, creating a sense of growth and reaching upwards. The lighting is bright, suggesting a sunny day.

live**WELL**

SUMMER 2018 VOLUME 14 ISSUE 3

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CEO CANCER GOLD STANDARD ACCREDITATION
RECOGNITION • WELLNESS HEROES • POWERFUL
TOOLS FOR CAREGIVERS • WALKING SCAVENGER HUNT

UI Wellness

A UNIT OF UI HUMAN RESOURCES

 THE UNIVERSITY OF IOWA®

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*UI Wellness is a unit of
UI Human Resources.*

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Every quarter, the **liveWELL** team gives much thought to the content contained within these 16 pages. An overarching goal is to provide “a little something for everyone.” Small steps towards individual health and well-being will make a big difference in our healthy campus culture where people thrive physically and emotionally allowing them to do their best

work. Because not everything can make every edition, here are some quick hits of things that are contributing to our [#healthycampus!](#)

Mindfulness on Campus (*Google Search: UIowa Mindfulness*)

- Stress Reduction - Fall groups with daytime and evening options and both east and west campus locations are registering now.
- Follow-Up Groups – If you're one of the thousands of graduates of either Mindfulness-Based Stress Reduction or Cognitive Therapy, you might like a boost and can choose from a variety of interesting topics like cultivating gratitude or parenting.

Fitness on Campus (*Google Search: UIowa Recreational Services*)

- Summer is a good time to try out different group fitness classes as there is usually a little less traffic. With options ranging from Cycling to Yoga to Kickboxing to Zumba and before/after work options plus 45-minute lunch hour classes, you're likely to find something that you'll enjoy.
- Free tours of Campus Recreation and Wellness Center, Field House and Hawkeye Tennis and Recreation Complex are available every Sunday at 3 p.m. This is an excellent opportunity to scope out the facilities, meet staff, and ask any questions that you may have!

Share with us! We LOVE to feature stories of individuals and departments doing great things to contribute to our [#healthycampus!](#) Follow [@UIowaLiveWELL](#) on Facebook and Twitter or share your stories/pictures with us at livewell@uiowa.edu.

Yours in good health,

Megan Hammes, MS, MCHES
Director, UI Wellness/University Human Resources

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**Human
Resources**

Human Resources provides leadership in shaping an inclusive culture that drives excellence and innovation by supporting talent, engagement, and the employee work experience.

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WORK, LIFE AND
WELL-BEING
THROUGHOUT THE
EMPLOYEE LIFE CYCLE



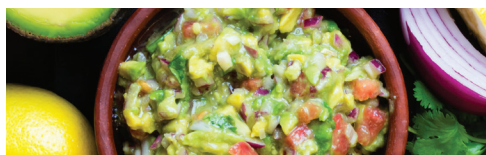
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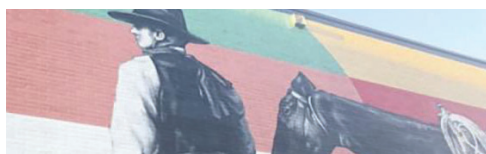
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WALKING
SCAVENGER
HUNT



liveWELL @ UI

At the University of Iowa, we aspire to fully incorporate health and well-being into the lives of our campus community members. This is possible through a commitment to continuous development of a healthy campus culture in the spirit of learning and discovery that is at the heart of a distinguished public university.

WORK, LIFE AND WELL-BEING

Throughout the Employee Life Cycle



What defines your priorities? Is it your work, your family, educational pursuits, financial goals? There is no right or wrong answer to this question; and, in fact, the reality is that the answer will most likely change multiple times throughout your life. Here are some ideas to support you wherever you are at in your “Employee Life Cycle.”

EARLY CAREER

Perception: Early in your career, flexibility may be considered a part of your effort to prove yourself professionally.

Reality: You ARE trying to prove yourself professionally! You may try to become the ideal worker by making work your entire life. In reality, this is a great time to develop habits that you can take with you throughout your career. Habits that invest in your physical and emotional well-being can have a positive effect on your work performance.

UI Health & Well-Being Resources to help during this phase:

- [Health Coaching](#) - This motivational resource will guide you as you create your vision of well-being and set a plan in place.
- [Financial consultation with a TIAA expert](#) - Put a plan in place to tackle those student loans.

RAISING CHILDREN

Perception: Concerns that a lack of sleep, caring for sick kids, managing extracurricular activities, or financial concerns may affect our ability to optimally engage in work.

Reality: These are natural concerns. This is a time where we often try to “do it all” and do it flawlessly. No one can do it all, but, with the right mindset and planning, we can do a lot of things very well. Prioritizing your time, both at work and at home, may mean saying “no” more than you are used to. It is important to set boundaries at this time or you will burn yourself out, and most importantly, miss beautiful moments with your family.

UI Health & Well-Being Resources to help during this phase:

- [Juggling it All: Health Coaching for Busy Families](#)
(see page 6 to find out how you can bring this class to your unit!)
- [One-on-one or family counseling](#) through the UI Employee Assistance Program

ESTABLISHED CAREER

Perception: You have paid your dues, personally and professionally, and managing work and home should be easier now.

Reality: Even with an established career, we still need to think about how to grow personally and professionally. Stressors may be different than they were starting out. Extra-curricular activities, health appointments, and possibly caregiving responsibilities for an older relative can all have an impact on our energy and engagement. Financial stress surrounding sending your kids to college and/or retirement is in sight. Personal sustainability is important during this time.

UI Health & Well-Being Resources to help during this phase:

- [Building Resilience @Ulowa](#) tools and trainings
- [SHUTi sleep program](#)

EMPTY NEST

Perception: Less need for flexibility, nearing retirement, so not as motivated.

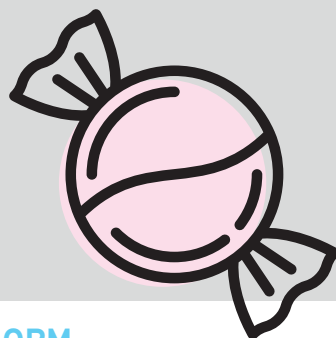
Reality: Although we may imagine that the “empty nest” stage of life might bring us long awaited flexibility, this stage might require some adjustment. Whereas responsibilities change, empty nesters still have caregiving responsibilities for parents or other relatives. Our recently “launched” adult children may return home. We may also be dealing with personal health concerns. As we meet this new stage of development head on, learning new skills or reevaluating our purpose may be helpful. Consider how we might be able to contribute differently in our personal life or work life. Think about mentoring someone new to the workforce as your insight and experience can prove invaluable.

UI Health & Well-Being Resources to help during this phase:

- [1:1 Elder Caregiving](#) consultations and workshops
- [Preparing for retirement](#) programs and consults with TIAA

UNWRAPPING *the science of sugar*

Learn about the science of sugar and how it affects your body. Develop strategies to reduce your sugar intake with a **liveWELL** Health Coach.



SECTION 1

EAST CAMPUS | MONDAYS | 12:00-12:50PM

EXECUTIVE BOARD ROOM AT UNIVERSITY CAPITOL CENTRE (UCC)

September 24, October 1, October 8, October 15

SECTION 2

WEST CAMPUS | TUESDAYS | 12:00-12:50PM

KOONTZ CONFERENCE ROOM (C606 GH)

September 25, October 2, October 9, October 16

Let us bring the coaching to you!

Group coaching can be provided on site at your building, unit or department. Choose from a variety of topics, including:

- Train Your Brain
- Physical Activity and Performance Planning
- Anti-Inflammatory Eating for Optimal Health
- Resilience 101
- Healthy Weight
- Unwrapping the Science of Sugar
- Juggling it All: Health Coaching for Busy Families

A minimum group of 12 is required.

To request on-site services, please contact **livewell@uiowa.edu**.

RESILIENCE 101

- Learn to manage stress by sprinkling small self-care techniques throughout your day
- Strengthen your ability to adapt to change and bounce back from challenges more quickly
- Build optimism, gratitude and self-reliance

SECTION 1

EAST CAMPUS | TUESDAYS | 12:00-12:50PM

EXECUTIVE BOARD ROOM AT UNIVERSITY CAPITOL CENTRE (UCC)

October 16, October 23, November 6, November 13

SECTION 2

WEST CAMPUS | MONDAYS | 12:00-12:50PM

ATRIUMS A/B (UIHC)

October 15, October 22, November 5, November 12



University of Iowa recognized with CEO Cancer Gold Standard accreditation

“As a university, our most important asset is our people. Since innovative health care is one of the major areas of education, research, and service at the UI, we are especially proud to earn this accreditation. The health and well-being of our university community is of paramount importance to our values and to our success.”



– UI President J. Bruce Harreld



The University of Iowa has earned the CEO Cancer Gold Standard accreditation from the CEO Roundtable on Cancer, a nonprofit that recognizes workplaces that are exceptionally committed to reducing the risk of cancer among employees.

Things that go into the accreditation are offering employees access to well-being efforts to improve nutrition and physical activity, health benefits that cover preventive health screenings, and policies that support health like a tobacco free campus.

“Obviously leadership support is a huge ingredient for this award given its name. Dr. Weiner at UIHC and President Harreld were supportive of putting their name and encouragement behind these efforts. This honor puts us in good company with employers like National Institutes of Health and Johnson & Johnson and is a testament to our healthy campus culture.” says Megan Hammes, Director of UI Wellness within University Human Resources.

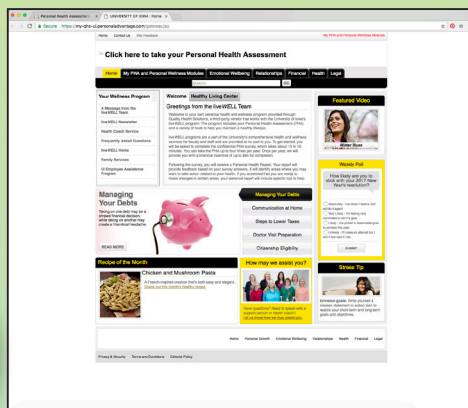
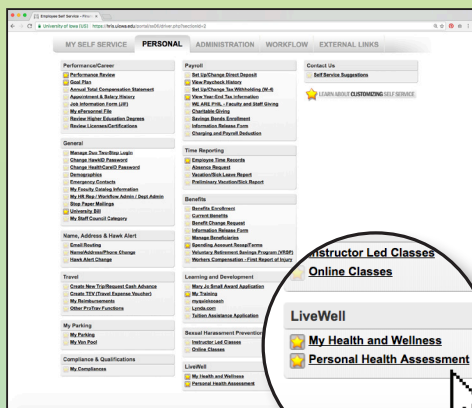
After George Weiner, director of the Holden Comprehensive Cancer Center, secured the gold standard accreditation for UI Health Care last year, Harreld sought to ensure the university as a whole also met the accreditation requirements.

To earn gold standard accreditation, an employer must establish programs to reduce cancer risk, such as emphasizing prevention by prohibiting tobacco use and supporting tobacco cessation efforts, providing health insurance options that include detecting cancer at its earliest stages, and supporting the needs of cancer survivors in the workplace.

Healthy Living Center *Recipes*

All University of Iowa employees in regular, 50% or greater positions have access to the "Healthy Living Center." The Healthy Living Center is a one-stop-shop for all things health and wellness.

Access the Healthy Living Center



Go to your employee Self-Service website and select Personal Health Assessment (PHA).

Before navigating all the way to your PHA, you will see this screen, which is the Healthy Living Center.

Avocado Salsa

Ingredients

- 6 avocados
- 6 tomatoes
- 2 onions
- 2 Tbsp. minced garlic
- 1 lemon - squeezed
- salt and pepper
- dash of hot sauce, to taste

Directions

Dice all ingredients. Mix well. Serve with tortilla chips.



WELLNESS HEROES

Wellness Heroes is a program to recognize faculty and staff members who are practicing healthy behaviors that are inspiring to others in the workplace. To acknowledge their efforts, a Wellness Hero will be awarded a certificate and a prize. **liveWELL** hopes to have our pages filled with Wellness Heroes in each newsletter!

Any faculty or staff member can nominate any other faculty or staff member. For more information or to nominate your Wellness Hero, visit hr.uiowa.edu/livewell/wellness-heroes.

RESMIYE ORAL COLLEGE OF MEDICINE - PEDIATRICS NOMINATED BY ANNE NIELSEN

Dr. Oral is a role model for wellness. She is a child abuse pediatrician. Providers in the field of child abuse are prone to secondary trauma from the cases they are involved in. Her schedule is very busy, but she makes self-care a priority in order to prevent burn out. She participates in yoga, meditation and labyrinth walk offerings over her lunch breaks. She also does daily exercise in the morning and often does meditation or yoga in the evenings. Furthermore, she recognizes the impact of adverse childhood experiences on a person's well-being. She is a passionate advocate for trauma-informed care and promoting resiliency. She is involved in hospital, campus, local, national and international efforts on these topics. Dr. Oral is the epitome of a Wellness Hero. She is a role model for positive self-care and also recognizes the importance of addressing all aspects of health with her patients and their families, including physical, mental, emotional, social and spiritual health.



CLAIRE JOHNSON COLLEGE OF MEDICINE - PSYCHIATRY NOMINATED BY ERIC AXELSON

Claire started doing kickboxing about six months ago and has stayed dedicated to it through a busy class and work schedule along with lots of bruises!! Claire also has a very healthy diet that inspires me to cut out meat from more of my meals.



SHERYL SEMLER CLAS - COMPUTER SCIENCE NOMINATED BY MATTHIEU BIGER

Among other qualifications, Sheryl is a year-round runner, practices yoga at the CRWC over the lunch hour, and both recognizes and lives by the importance of wholesome nutrition. She inspires me and others to make time for ourselves.



JAMIE ACHRAZOGLOU UIHC - CAPITAL MANAGEMENT

NOMINATED BY MATTHEW STANCEL

Jamie is a current part-time employee of mine, but also holds a full-time job at UI Healthcare. Over the past year, Jamie has lost a significant amount of weight. One day I congratulated her on losing the weight. She said, "I'm not done yet, it is a journey!" Losing weight, raising a kid, along with work, isn't easy. It is a journey. She has inspired me to be patient with my goals. It struck a nerve in me, as I am recovering from a shoulder injury. It is a journey, keep working on it, and results will come. For that I thank her.

SHEA MCMURRAY & MALLORY VALENTINE RECREATIONAL SERVICES

NOMINATED BY JEAN O'DONOVAN

Shea and Mallory have represented UI Wellness Services at the New Employee Orientations many times during the last year. They answer questions for both Recreational Services and UI Wellness and are great ambassadors for health and well-being at the University of Iowa.

MATTHEW STANCEL RECREATIONAL SERVICES

NOMINATED BY SHEA MCMURRAY

Matt consistently asks about my workouts and how they're going. He also takes time out of his day to help me plan and facilitate workouts and gives me tips so that I can get strong. His thoughtful knowledge and motivational tactics help keep my fitness journey on track. For that I am grateful. He is the definition of a Wellness Warrior.



JIMMY SCHAPPET ICTS - INFORMATICS

NOMINATED BY HEATH DAVIS

Jimmy Schappet has really been an inspiration over the last 18 months. I work with Jimmy but also consider him a friend. He has actively practiced mindfulness and that has resulted in both a change in his health and his long-term career goals. He is also willing to share his experience and to coach others.



BARBARA SIMON

HUMAN RESOURCES - ORGANIZATIONAL DEVELOPMENT

NOMINATED BY CARLA MELBY

Barb has been instrumental in supporting **liveWELL** staff in updating our website. She makes time in her busy day to answer questions, make updates and changes. Barb listens to what our needs are and works hard to find ways to make improvements to the website.

FINANCIAL WELL-BEING

TIAA ONLINE TOOLS

LET YOU MODEL RETIREMENT INCOME OR RECEIVE ADVICE ONLINE

RETIREMENT INCOME PLANNER LETS YOU MODEL DIFFERENT INCOME SCENARIOS

For employees nearing retirement, the TIAA Retirement Income Planner allows you to project income scenarios based on your existing retirement savings with TIAA.

To access the tool, visit **TIAA.org**. Select *Tools and financial calculators* under *What We Offer*. Scroll down to the **Retirement Income Planner Log In**.

When you first log in you'll be asked a few basic questions. The tool will calculate two different income estimates. You can **change the variables in real time** to see how the hypothetical income payouts are impacted by adjusting certain elements.

NOTE: The Retirement Income Planner does not allow you to initiate a withdrawal or take any action on your account.

RETIREMENT ADVISOR PROVIDES THE SAME ADVICE AS MEETING WITH A TIAA FINANCIAL CONSULTANT

In four easy steps you can see if you're on track to meet your retirement income goal and receive specific recommendations on which investment options to select within the University of Iowa retirement plans.

To access the tool, visit **TIAA.org/RetirementAdvisor**. When you log in with your TIAA ID and password, your current account balance, contribution amounts and other information is populated automatically. You can also add information for your spouse, and the tool will calculate estimated Social Security benefits, which you can elect to include or exclude.

You'll receive answers to the following questions:

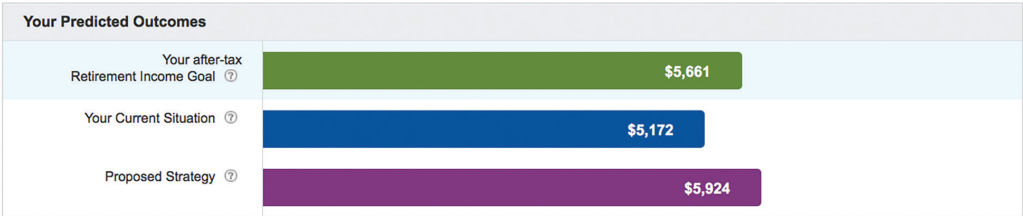
Am I saving enough to reach my retirement income goal?

What asset allocation mix and investment strategy is most appropriate?

What is my projected income in retirement?

RECEIVE A COMPREHENSIVE REPORT DOCUMENTING YOUR RECOMMENDED STRATEGY

The Retirement Advisor tool generates an action plan report. You can choose to implement the advice immediately, or you can save the recommended strategy to implement later.



Your Assumptions					
Likelihood of Outcome ⓘ Likely	Spouse / Partner Retirement Age ⓘ 67	Spouse / Partner Contributions ⓘ \$0	Employer Contributions ⓘ \$0	Current Retirement Assets ⓘ \$50,000	Lifetime Income Sources ⓘ \$3,749 /month

	Your Current Situation ⓘ	Proposed Strategy ⓘ
Estimated Retirement Income ⓘ	\$5,172/month \$489 GAP	\$5,924/month \$263 SURPLUS View Plan
Pre-Tax Contributions ⓘ	\$0/month	\$0/month
Roth Contributions ⓘ	\$0/month	\$0/month
After-Tax Contributions ⓘ	\$937/month	\$937/month
Retirement Age ⓘ	67	67
Risk Tolerance* ⓘ	Very Conservative	Very Aggressive

[Try Another Strategy](#)

Not ready for big changes?
Small steps can help you get closer to reaching your goal.

TIAA financial consultants are available as part of the University of Iowa retirement plans. To schedule an in-person meeting on campus or in the Coralville office, visit TIAA.org/schedulenow or call 800-732-8353.

TIAA offers additional retirement planning resources that may be helpful to any University of Iowa employee. Visit TIAA.org and select *Tools and financial calculators* under What We Offer >> Advice.

The TIAA Retirement Advisor’s objective is to help you reach your desired retirement income goal by helping you define a plan based on asset allocation, savings and retirement age. TIAA does not monitor your retirement assets on an ongoing basis, nor does TIAA update your information on this tool to reflect changes in your personal circumstances. You should periodically monitor your retirement strategy as your needs and personal circumstances change. Results are not guaranteed and do not reflect actual returns on any investment. The TIAA Retirement Advisor is not a substitute for tax, legal or comprehensive financial planning advice.

The TIAA Retirement Advisor is a brokerage service provided by TIAA-CREF Individual & Institutional Services, LLC, a registered broker-dealer, Member FINRA, SIPC. See the Important Information page for more information. The TIAA Retirement Advisor is intended for use by U.S. residents only.

Powerful Tools FOR CAREGIVERS

Are you caring for an aging relative or a family member with a chronic health condition? If not, do you anticipate doing so in the future? Practicing self-care is extremely important for adult caregivers not only to thrive in their own lives, but also to be able to provide the best care possible for their loved one. This can be difficult.

Please join us in the course, "Powerful Tools for Caregivers," designed to empower family caregivers to better care for themselves. The tools learned in the six-week series benefit caregivers by:

- Helping them reduce stress
- Improve caregiving guidance
- Establish balance in their lives
- Communicate their needs
- Make tough decisions
- Locate helpful resources

**Wednesdays,
3:30-5:00pm**

**CAMPUS RECREATION
& WELLNESS CENTER**

**Aug. 1, 8, 15, 22, 29,
and Sept. 5**



Registration link can be found on the Family Services website:

hr.uiowa.edu/family-services/caregiving-courses

Space is limited!

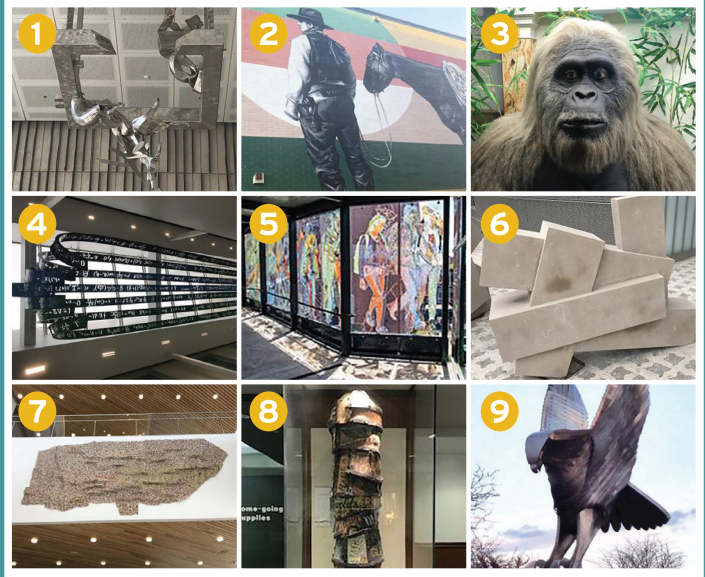
WALKING SCAVENGER HUNT

The liveWELL 2018 Walking Scavenger Hunt

is a self-paced walking program inspired by landmarks around the University of Iowa campus. At each destination, you will find a related bonus code to enter online in My Health and Wellness on the Employee Self-Service website. For every bonus code you enter, you will receive 50 liveWELL points to put towards prizes in the wellness store.

Earn up to 450 points!

No registration necessary.



hr.uiowa.edu/livewell/walking-scamenger-hunt

EAST CAMPUS

#1 Diapason - Voxman Music Building

BONUS CODE QUESTION: How many pianos are visible under the structure? _____

#2 Cowboy Mural - located in the alley between Pepperjax Grill and MidwestOne Bank

BONUS CODE QUESTION: How many cowboys are featured in this mural? _____

#3 Giganto - Macbride Hall (hint: not within the Iowa Natural History Museum space)

BONUS CODE QUESTION: What's the last name of the UI paleoanthropologist that recreated Giganto?

#4 Convergence - Seamans Center

BONUS CODE QUESTION: On what floor can you get closest to this sculpture? (As if you were going to touch it... but don't actually touch it!) _____

#5 Untitled - Outside Catlett Residence Hall

BONUS CODE QUESTION: What is the last name of the artist whose art is featured on this walkway?

WEST CAMPUS

#6 Stone Motorcycles - Outside Visual Arts Building

BONUS CODE QUESTION: How many of these stone structures are placed in front of the building? _____

#7 Anonymous Creature - Hancher Auditorium

BONUS CODE QUESTION: What direction (north, south, east, or west) is this sculpture facing? _____

#8 The State of Iowa Sculpture - UIHC in main entrance near Concierge Services Desk

BONUS CODE QUESTION: What is the primary material used to create this sculpture? _____

#9 The Hawk - Duane Banks Baseball Field beyond the outfield

BONUS CODE QUESTION: What is the nickname of the person of whom this sculpture honors? _____

Curious about the campus
fitness and recreation facilities?



Recreational Services is offering tours of **Campus Recreation and Wellness Center (CRWC)**, the **Field House (FH)**, and the **Hawkeye Tennis and Recreation Complex (HTRC)** every Sunday at 3:00 p.m. You can learn about membership options including the Recreation Membership Incentive Program for UI faculty and staff,* various fitness/recreation opportunities on campus, and have any questions you may have answered. We hope to see you there!

** UI Faculty and Staff in 50% or greater, regular positions can obtain half of their monthly membership fee for taking their annual Personal Health Assessment (PHA) and visiting any campus recreation facilities four or more times each month.*



Find **liveWELL** on Social Media
@UlowaLiveWELL

My Health & Wellness Bonus Code:

WORKLIFEBALANCE

CODE EXPIRES 8/31/2018

Submit Bonus Code in Self-Service at My Health and Wellness for 50 Points.
Learn more about prizes and points at hr.uiowa.edu/livewell/my-health-and-wellness.

Human Resources
liveWELL program
E119 CRWC, Iowa City, IA 52242
phone 319-353-2973
livewell@uiowa.edu



WE WELCOME YOU

Individuals with disabilities are encouraged to attend all University of Iowa sponsored events. If you are a person with a disability who requires a reasonable accommodation in order to participate in this program, please contact **liveWELL** at 319-353-2973.